



Seeing is Believing

Left: The little tyke on the right isn't too sure what to make of the big man in red. Santa Claus made a definite impression on these two children during a past visit to Caserma Ederle. This year, MWR kicks off the holiday season Thursday with "Seeing is Believing." This is the pre-Holiday Tree lighting ceremony event with activities for the entire family to enjoy. Mrs. Claus will be on hand to read stories to the children, try your skill at the Snow Ball Toss, have

your photo taken with Santa, and play Stick the Nose on Rudolph. The activities start in Club V at 3 p.m. Then come out to the Ederle Theater at 4:45 p.m. where MWR and the USO will serve hot drinks and cookies prior to the Holiday Tree lighting. Horse-drawn carriage rides will be available on a first-come, first-served basis after the Tree Lighting Ceremony until 7 p.m. when all festivities will end. For details call MWR at 634-5087. (Outlook file photo)

Positive performance yields rewards in NSPS

By Shirley Scott
Federal Times

During a time when national security demands a competitive and highly responsive work force, the National Security Personnel System shapes a new human resources management system for Defense Department civilians.

The April implementation of Spiral 1.1, which begins to put the system in place, has begun producing a work force that is more accountable, more flexible, more willing to assume new responsibilities, and more steadily focused on the department's organizational goals and critical mission.

With positive performance and strong manager-employee communications at the forefront of all operations, the NSPS work force is building a department of cohesion, collaboration and confidence.

Organizational leaders play a vital role in this significant transformation by cascading organizational goals and objectives at the employee level; helping employees understand job expectations; providing constructive feedback for improved performance; and appropriately recognizing employee performance during appraisals.

As managers and supervisors work to fairly and effectively measure talent, reward contributions, and promote excellence in the workplace, NSPS provides a range of new flexibilities and powerful tools to support their leadership.

NSPS classification assigns every employee – including those on a temporary promotion, reassignment or detail – to a career group, pay schedule and pay band based on permanent position of record.

This simple, flexible and streamlined classification system provides the flexibility to move employees across positions more freely to better meet the organization's goals and the department's mission.

Preparing detailed position descriptions is no longer necessary under NSPS. Managers and supervisors can focus on leading a motivated team of workers that openly communicates about performance, seeks out areas for improvement, and steadily works to achieve positive results.

NSPS compensation is designed to help DoD organizations attract and retain results-driven employees who contribute to mission accomplishment.

NSPS pay bands cover wide salary ranges, with minimum and maximum rates set based on national labor market factors and conditions. The open pay ranges allow managers the flexibility to pay employees at more competitive levels. Compensation and

rewards are directly linked to performance, providing greater opportunities to reward employees for satisfactory work.

For example, managers have the flexibility to move employees within a pay band or recommend that they be promoted to a higher pay band. Upon promotion, an employee's pay increases by a minimum of six percent, and with management approval, may increase up to 20 percent.

Positive performance under NSPS yields great rewards. NSPS performance management requires leaders to align pay and performance with mission accomplishment.

Managers and supervisors are responsible for developing employee performance plans, which outline job objectives and contributing factors associated with positive performance.

Studies show that employees' understanding of their performance objectives and how their objectives fit within the organization's overall mission are two critical aspects of high-performing organizations.

NSPS supports these elements, providing managers with powerful tools to ensure employee efforts are aligned and focused on those things that are most important.

Plans account for work complexity, overall contribution to the mission, organizational success, fiscal soundness and other criteria consistent with merit system principles.

At the end of the rating cycle, leaders play a key role in rating the employee's objectives and contributing factors, calculating and recommending the rating of record, and presenting recommendations to a pay pool panel.

The pay pool preserves the integrity of the NSPS performance management system by ensuring that a higher-level review takes place and that discussions regarding performance are made within the context of mission and organization.

Training and resources designed to address issues that are important to managers and supervisors are available on the NSPS Web site, www.cpms.osd.mil/nsps.

Important resources include a two-day classroom training session, Performance Management for Managers and Supervisors, and several printed brochures: HR Elements for Managers, Supervisors and Employees; Communicating with Your Staff; and Pay Pool Process at a Glance.

Sharing information, addressing questions and facilitating conversations with employees at every level affect how employees understand new authorities, trust the process, and work cohesively to build an environment where everyone can excel.

NSPS training is essential, mandatory for General Schedule employees

By Marion Smith
USAG Vicenza Directorate of Human Resources director

All General Schedule (GS) IMCOM-Europe employees are being converted to National Security Personnel System (NSPS) April 15, 2007.

This will result in major changes in almost every aspect of civilian personnel system as we know it. Consequently, you have about three months left before you convert to NSPS!

It is critical that every GS employee take the NSPS 101 online training in order to prepare for the conversion to NSPS.

The more you understand about NSPS, the better prepared and comfortable you will be once converted.

NSPS 101 is an online training course that provides the basic information that you will need to prepare for the more detailed classroom training for employees and supervisors.

The dates and time of the NSPS classroom training schedule for supervisors and employees will be provided through e-mail.

The NSPS 101 online training is mandatory and applies to General Schedule employees and supervisors (US, NAF, LN, or military) of GS employees and must be completed by Dec. 29. NSPS 101 is accessible online at the official NSPS Web site www.cpms.osd.mil/nsps/nsps101.

The online training course takes about one hour. After the last lesson, there is a self-assessment, a course evaluation

questionnaire, and a course completion certificate. Please retain a hardcopy of your NSPS 101 training certificate, as there is no data retrieval capability from the NSPS 101 Web site.

Civilian Human Resources Training Application System (CHRTAS) is the official system to capture all NSPS training.

The ATRRS site is used to record training completions for military personnel. Tracking all NSPS training is an integral part of the overall NSPS Training Plan and this data will be captured at all levels across Army to monitor the total number of civilians trained by installation, activity, MACOM, Region or component.

Once you have completed NSPS 101, employees (and military supervisors) are required to log-in to CHRTAS (or create a profile first if you have not yet done so) and register for the NSPS 101 course and select your garrison or the closest garrison location. Web site: <https://www.atrrs.army.mil/channels/chrtas/default.asp>.

By registering for NSPS 101 in CHRTAS, credit for the course will show in the employee training record in civilian personnel and in ATRRS for military supervisors.

If you have already completed NSPS 101 prior to this tasker, and had not registered in CHRTAS, be sure to register for the course in order to receive credit.

Each directorate and special staff office will designate a point of contact for NSPS and provide weekly updates to include a copies of certificates to Carmen Gentile, USAG Vicenza/Livorno Deputy Transition Manager, 634-6841.

Studies show that employees' understanding of their performance objectives and how their objectives fit within the organization's overall mission are two critical aspects of high-performing organizations.

Tighten up post

Command Sgt. Maj. Keith Filipp
USAG Vicenza Command Sergeant Major
Special to the Outlook

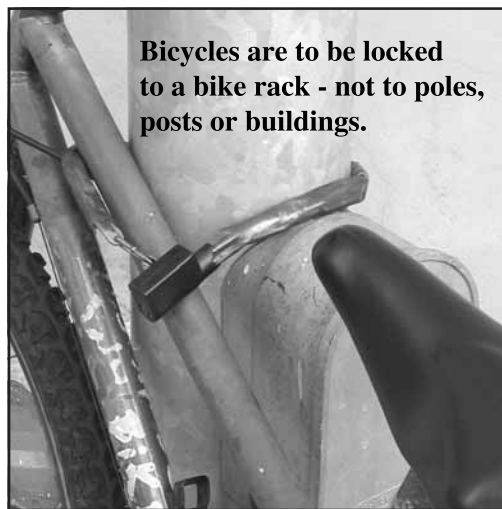
The intent of this column is to request help from the community to make our community the absolute best it can be. What we look like, is who we are in the eyes of our visitors and Italian hosts.

We are guests on Italian soil, and as guests, we should be mindful of how we treat our surroundings. Working together we can make a difference and help solve some of the challenges facing our community by simply sharing our knowledge and helping others to do the right thing.

Below is one in a series of topics where we can make a difference on this post

Bicycles

All over post are bicycles chained to racks that appear to be abandoned, as they have flat tires, rusted chains, missing parts, rusted



Bicycles are to be locked to a bike rack - not to poles, posts or buildings.

locks, etc. Right now there are 15 bikes in this category located at the Ederle Inn. If this sounds like a bicycle you own, go get it. Otherwise, these bikes will be removed and placed in the Military Police impound lot for reclaiming. If no one claims them within a reasonable amount of time (which we are working with the Office of the Staff Judge Advocate on), they will be processed and given to an organization to sell, or they will be disposed of as trash.

Please, park your bike in a bike rack, do not chain it to a pole or other fixture on the installation. There are ample bike racks located around post to meet this requirement.

Some bike racks will be moved for esthetics, functionality, or because they are not being used.

If you need a bike rack in your area inform the me and we'll make accommodations. If the rack you normally use disappears, look around, you'll probably find it has been relocated nearby.

Bicycle safety is another area of this subject. Street rules should always be applied when riding a bicycle. Sidewalks should only be used when necessary to avoid a safety situation and for young children who are learning to ride and are under parental control.

Bicycles must also be outfitted in accordance with Italian law: Head and tail lights must be on when riding at night or in times of limited visibility; have a horn or bell to warn pedestrians when passing. A SETAF requirement is that a safety approved helmet and reflective clothing or belts must be worn while on the installation.

Italians are not subject to this regulation.

Battle Company changes leadership



Lt. Col William Ostlund (left), 2nd Battalion, 503rd Infantry (Airborne) commander, hands off Battle (Hard) Company's guidon to Capt. Daniel Kearney, incoming Company commander for Battle Co.

Coming from a military family, "It's a life-long goal to command a company like Battle Company," said Kearney to the Soldiers gathered for the ceremony. Outgoing commander, Capt. Joshua McGary, said during his speech, that his time with Battle Company was the pentacle of his military career.

The change of command ceremony was held Nov. 20 on Hoekstra Field on Caserma Ederle. (Photo by Sgt. Brandon Aird, 173d Airborne Brigade Combat Team Public Affairs Office)

Community

Action Council

This forum is to discuss issues affecting the community.

If you have an issue you wish to submit, visit the USAG Vicenza Web site at www.usag.vicenza.army.mil and click on the Community Action Council link.

This link provides you the opportunity to review issues that have been previously submitted and responded to by post agencies.

There is also a form available for you to submit any new issue you would like addressed. If you have questions, call 634-5222 or 0444-71-5222 from off post.

The command encourages you to identify yourself when submitting a CAC issue in order to be able to answer your concern directly. The command also reminds the community that CAC issues submitted containing vulgar, derogatory or inflammatory language will not be addressed.

Childcare is offered during the CAC at \$4 per hour, per child, for children ages 6 weeks old through kindergarten from 8:45-11:15 a.m. Preregistration is required. Children will be cared for in the Child Development Center, bldg 395. Children must be registered with Child and Youth Services Central Registration.

Call 634-7219 or stop by their location in the Davis Family Readiness Center.

NOTE: There is no CAC during December. The next CAC is Jan. 24.

Issue: *Since I have started taking my child to daycare, I have noticed that the "no parking zone" behind the laundry mat is never enforced.*

The road is already narrow and cars parking on the side of the road on the way to the CDC are a hazard!

When you make the right-hand turn you are doing it blindly because there are cars parked illegally.

Drivers have to hope there is not another car leaving the CDC. I have almost been in numerous accidents while taking this turn because my visibility is impaired.

Recommendations: *MPs need to enforce the no parking zone and write tickets for those who chose to ignore the posted signs.*

Response from Directorate of Emergency Services: This issue was brought to the attention of the DES and the Military Police had already started focusing enforcement in this area.

Customers have indicated that they have noticed an improvement, but that the issue is not completed resolved.

Some weeks ago, we had patrols check this area no less than hourly to see when these problems are at their worst and to correct the issues when they were there.

It turns out this is a problem during peak drop off and pick up hours. I have directed an MP focus in this area during these periods to enforce the no parking area as this is a safety concern. We will continue to track this area.

In the future, any community member with this kind of concern should contact the MP Station at 634-7626.

Issue: *There are many families who have installed fences in the back yard of their Villaggio residence, many of which are installed improperly (e.g. cracks, inappropriate heights, etc).*

Animals are not secured within the fenced areas as they are able to jump over fences as well as slip through cracks. This poses a danger to Villaggio residents.

Response from Directorate of Public Works: A comprehensive survey of all Villaggio fences will be conducted by the Housing Office and a formal report of the results sent through the DPW to USAG Vicenza headquarters by the end of November.

Occupants of units whose fences do not meet acceptable standards will be provided a written notice of the specific discrepancies

and be given 30 days to take corrective action or have the fence removed.

Improper fencing is not only a neighborhood eyesore, but can also pose a serious safety hazard to children and pets in particular.

Before a Villaggio sponsor can install a privately-owned fence in Villaggio, a formal written request must be processed through the Housing Office, to include a diagram of the proposed fence and a description of fence materials to be used. Prior to "final" approval, Housing will conduct a site visit, within 30 days, to ensure that standards are enforced.

Issue: *Is there any truth to the rumor that there will not be a soccer season next year due to the demolition of homes?*

Response from Directorate of MWR:

The short answer to your question is "No, it is not true that soccer is cancelled next year for youth or adults." All fields will remain intact to fulfill soccer season 2007.

However, this situation will change as the community faces future sports fields scheduling challenges.

Currently, there are two sets of sports fields: one set on Caserma Ederle which serves CYS, DoDDS, and adult sports.

The second set is on Villaggio, which services youth only.

Caserma Ederle sports fields: Construction will begin soon for a new Health Services Center in the late summer/early fall 2007.

This project will take away our two adult/older youth softball fields and one multi-purpose field located on the North 40.

These fields are used for adult and children soccer, adult softball, youth baseball, adult flag football, and DoDDS every year.

The field inside the running track will not be affected by construction, but it cannot support all sports once the other fields are used by the clinic.

Renting softball/soccer fields off post and or building a sports field complex are the best alternatives to this challenge.

We have been working closely with DPW to construct a multi-purpose field on the North 40 annex.

This project is currently number two on the Annual Work Plan, but has yet to be funded.

DPW Real Property staff have surveyed local owners of large fields to determine interest in selling or leasing property to use for sports fields. Because of Italian re-zoning regulations, there was no interest from property owners.

We are pursuing the possibility of contracting a multi-purpose field off post for sports usage.

Contract request is being processed for the period of August 2006-August 2008. However, funding must be made available for this project. In addition, we are exploring the possibility of converting the Hoekstra Field into a multi-purpose field for our sporting events.

In the event off-post fields are not available or not funded, and the multi-purpose field project is not funded or completed, our adult softball, youth baseball, adult soccer, youth soccer, and adult flag football programs will be severely limited or eliminated beginning Fall 2007.

Villaggio sports fields: The Villaggio fields will remain through Soccer 2007.

At that time, the fields which service both CYS softball and soccer will be eliminated.

New field construction in Villaggio will not be completed until 2010-2011.

Thus, in the event off-post fields are not available or not funded, youth soccer and softball will be severely limited or eliminated beginning Fall 2007.

There will be no CAC in December. The next CAC is Jan. 24 at 10 a.m. in a place to be determined.

Soldiers bid farewell to Caserma Ederle, Army



Congratulations to Lt. Col. Angela Haynes, who's most recent assignment was as Executive Office for the USAG Vicenza, who retired after 20 years of service. Haynes was honored for her years of service at the quarterly retirement ceremony. (Left to right) Maj. Gen. Frank G. Helmick watches as Gen. (retired) Gordon Sullivan, pins a Legion of Merit award on Haynes. Sullivan was in town speaking to senior leadership.



Maj. Gen. Frank G. Helmick congratulates Italian Lt. Col. Michele Tomaiuolo, Office of the Deputy Chief of Staff (NATO), upon retiring from the military after 36 years of service. Tomaiuolo served on Caserma Ederle from 1976 to 2005. Tomaiuolo received a Scroll of Appreciation from the SETAF commander during the Nov. 27 ceremony held in the Ederle Theater.



Best of luck to Staff Sgt. Joe Jeffries, SETAF G-3 Operations sergeant, who received a Meritorious Service Medal from Maj. Gen. Frank G. Helmick, SETAF commander, as Gen. (retired) Gordon Sullivan looked on. Jeffries was honored at the quarterly retirement ceremony held Nov. 27 at the Ederle Theater. (Photos by Barbara Romano, 7th ATC Photo Lab)

Thinking about working in Italy? Or starting a home business?

It is more complicated than you might think!

Capt. Kimberly Barnard
Office of the Staff Judge Advocate
Special to the Outlook

You are now living in Italy and your budget is tight or you are looking for ways to use your business skills.

Beware! If you take that job on the economy or start your own business, you may be doing so illegally. Do not think that just because you could do so elsewhere, like in the U.S. or even Germany, you can do the same here. Remember that in Italy, we are living here under the Status of Forces Agreement (SOFA) between the U.S. and Italy.

As a foreigner in Italy, you cannot work on the Italian economy and have SOFA privileges such as shopping in the post exchange. You must make the choice.

U.S. military members, government civilian employees, and their dependents enter and remain in Italy under a "SOFA protected" status. U.S. military members do not need a passport or a visa to enter and remain in Italy. U.S. Government employees and all dependents are required to have a *Missione* Visa and *Missione Soggiorno* Permit.

The Italian government gives these documents to those who are here solely for the purpose of the U.S. military mission and, therefore, have "SOFA protected" status.

With a *Missione* Visa and *Missione Soggiorno* Permit, you are eligible for employment on base with the U.S. forces. The jobs available on base are divided between those offered to persons with a *Missione Soggiorno*'s Permit and Italian civilians as stipulated in the SOFA and supplemental agreements.

To be employed in Italy by someone other

than the U.S. forces requires a Work Visa and a Work Permit. You must acquire these before entering the country.

You cannot have both a Work Visa and a *Missione* Visa or a Work Permit and a *Missione Soggiorno* Permit.

If you choose the Work Visa & Permit, then you will not have "SOFA protected" status.

In other words, you will be giving up the privileges that include shopping in the PX and commissary, sending mail through the Military Postal System and purchasing gas coupons.

In addition, acquiring the Work Visa and Permit is time consuming. Since Italy is very protective of its work force, Work Visas and Permits for foreigners are limited.

You will also have to pay Italian income taxes. If you are hoping to run your own business in Italy, you must also meet all the requirements that Italy places on that type of business (e.g., health inspections, reports, fees).

Working on the Italian economy without a Work Visa and Permit means that you are violating Italian Law. This is very serious for Soldiers who are considering taking on a part-time job during their off-duty hours. Soldiers are allowed to work during off-duty hours if approved by their command and it does not interfere with their military duties. However, when in Italy, the jobs they are allowed to work during their off-duty hours are limited to those that are on post.

Before taking a job or starting a business in Italy, make sure you are not giving up more than you are gaining. Count the total cost!

For additional legal guidance, contact Legal Assistance at 634-7041, or 0444-71-7041 from off post.

Changes to personnel services for Soldiers

Det A, 38th Personnel Services Battalion
Special to the Outlook

Det A, 38th Personnel Services Battalion is now open Thursdays after Sergeant's Training Time for appointments only. Thursday afternoons will be dedicated to running reports, finalizing orders and processing personnel actions for distribution to unit S1s.

Monday-Wednesday and Friday: 9 a.m.-noon, 1-5 p.m. for customer service. Thursday mornings closed for training, open 1-3 p.m. for Actions/Orders processing, and customer service by appointments made through the detachment commander.

Please note that Emergency Leaves are handled at anytime. The Emergency Leave/Casualty on call number is 334-621-0787.

If an emergency arises and you need to see someone during lunch or during sergeants training time, contact the commander at 634-8510, or 0444-71-8510 from off post.

All appointments and inquiries can be made through the following points of contact:

Records Section: 634-7159
Reassignments Section: 634-8712
Actions Section: 634-7902
First Sgt: 634-7981
Human Resources Technician: 634-8512
Commander: 634-8510

Army Post office, CMR holiday hours

Army Post Office December hours

Below is the holiday schedule for the Army Post office. Please note that these hours are not the same as the Community Mail Room.

Through Dec. 22, the Army Post office is open Monday-Friday from 10 a.m.-4 p.m. and open **Saturdays from 9 a.m.-4 p.m.**

The deadlines for mailing packages back to the United States so they will arrive prior to Christmas are:

First Class / Priority: Dec. 11
Express mail: Dec. 18
Stamps may be purchased at the Post Exchange, Shoppette, and the cash cage at the PX for your convenience.

The APO will open an express lane during holiday hours for money orders, stamps, express mail, and letter-size correspondence only.

Community Mail Room December hours

As a reminder, when you close your mail box, SPIN the dial to ensure your box locks! The CMR has found numerous boxes open during their inspections.

This leaves you vulnerable to identity theft, theft of your mail, and other mischief.

The December hours of the Community Mail Room are:

Monday-Friday: 10 a.m.-5:30 p.m.

Dec. 9 and 16: 10 a.m.-2 p.m.
Dec. 23: 3-7 p.m. *These late hours will allow CMR personnel to receive last-minute mail and put notices in mail boxes before closing time.*
Dec. 24 (Sunday): 10 a.m.-2 p.m.
Dec. 25: Closed
Dec. 26-29: Regular hours
Dec. 30, 31 and Jan. 1: Closed

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Native American Heritage month ends with celebrations of dance, food, friendship

Story and photos by Laura Kreider
Outlook Staff

The Native American Feast Day, held at the South of the Alps Dining Facility on Caserma Ederle Dec. 1, concluded the events of the Native American Heritage Month.

After the introduction by Staff Sgt. Nadine Grella, U.S. Army Health Clinic Vicenza, Equal Opportunity representative, Col. Virgil S.L. Williams, USAG Vicenza commander spoke about the contributions of the Native American Indians to our country.

"As the early inhabitants of this great land, the native peoples of North America played a unique role in the shaping of our Nation's history and culture," he said. "Almost half of America's Native American tribal leaders have served in the U.S. Armed Forces, following the footsteps of their forebears who distinguished themselves during the World Wars and the conflicts in Korea, Vietnam and the Persian Gulf.

"Their patriotism again appeared after the September 11 attacks, as American Indian law enforcement officers volunteered to serve in air marshal programs," Col. Williams added, before the special performances by Staff Sgt. Michael Nestell (an Apache) and Staff Sgt. Conrad Begaye (a Navajo), who are Soldiers with 2d Battalion, 503d Infantry (Airborne), Battle and Chosen Company respectively. Their performances included a Northern traditional War dance and an Omaha Grass dance.

The program also included a 'Warrior Return dance' performed by Chere Harper, who is of Cherokee and Comanche heritage.

"Our nations recognize the need to see our warriors home safely from war and military service," said Harper after her special performance.

"We do this in a number of ways, each with its own name. It is a woman's right and privilege to dance her son or husband victories with his War Staff. This is usually

the only time you may see a woman dancing men-style steps, while recounting those victories," she explained. She added that the community was very appreciative about all the programs held throughout the whole month of November.

"People and children always had good questions and they wanted to learn more about the proper honoring and how we do those things," Harper continued.

Following her performance was guest speaker, Col. Bradley Harper, U. S. Army Health Clinic-Vicenza commander, who talked about how, during WWII, members of his and his wife's family served in Italy and Normandy.

"Native Americans have been participating with distinction in the U. S. military for more than 200 years," said Capt. Daniel Kearney, B Co, 2-03d Inf (Abn) commander, "showing distinctive cultural values such as strength, honor, wisdom and determination, and warriors' spirit."



Above: Staff Sgt. Conrad Begaye (a Navajo) performs an Omaha 'Grass' Dance. After performing he explained he loves performing his native dance for events, even though this was his first dance in the past six years.



Staff Sgt. Michael Nestell (Apache) performs a Northern 'War' dance. This dance was performed prior to leaving for combat and also on the warriors' return home.



(Left) Chere Harper, (Cherokee/Comanche) performed a special dance during the Native American Heritage Feast Day, and then concluded by giving the "War Staff" to her husband, Col. Bradley Harper, U. S. Army Health Clinic-Vicenza, who was the guest speaker for the event.

"Our nations recognize the need to see our warriors home safely from war and military service," said Chere Harper after her special performance. "We do this in a number of ways, each with its own name. It is a woman's right and privilege to dance her son or husband victories with his War Staff. This is usually the only time you may see a woman dancing men-style steps, while recounting those victories," she explained. At the end of the victory dance, the War Staff is then returned to the man, she explained.

Camp Darby Soldiers participate in unique Italian memorial

By Staff Sgt. Joyce Costello
USAG Livorno Public Affairs

While many Americans spent their Thanksgiving weekend enjoying feasts and the holiday sales, two Camp Darby soldiers spent it remembering and honoring those who gave their life for freedom.

Maj. Sean Duncan and Capt. John Kokoszka represented American service members at a memorial to remember Italian servicemembers and law enforcement officials who died while on duty in Italy and around the world.

However, this memorial, *1st Trofeo di Tiro – Caduti di Nassiriyah*, was unique. It paid homage by having a sniper competition to celebrate the life of Lt. Enzo Fregosi, a Carabinieri paratrooper who died in action with 18 other Italians in Nassiriyah in November 2003.

Participants shot in the seated position at 50 meters targets, however, dead center was exactly the size of a bullet.

"Many of the participants invited us to shoot their weapons, and all invited us back to shoot at any time" said Duncan. "The event was definitely a great friendship builder and a way to show appreciation to our fellow men in uniform."

"Shooting with the 1st Reggimento CC par "Tuscania", 46th Brigata Aerea, 87nd Reggimento par, "Folgore", Guardia di Finanza and Polizia di Stato just to name a few," Kokoszka added, "was intense and made this competition challenging."

This was the second trophy event of the year, but it was the first in remembrance of the fallen of Nassiriyah. Fregosi's widow was on hand for Sunday's closing ceremony and expressed her appreciation to those who celebrated this special memorial.



Above: Maj. Sean Duncan slowly exhales and squeezes the trigger of his Winchester .308 at the *1st Trofeo di Tiro – Caduti di Nassiriyah Memorial*. (Photo by Capt. John Kokoszka, Camp Darby Legal Office) Right: Capt. John Kokoszka gets the target in his site during the event. The Soldiers participated in the sniper contest that honored Italian Soldiers who died serving their country. (Photo by Maj. Sean Duncan, DPTMS/S3, USAG Livorno)



117 Brigade Soldiers participate

Marathon tests Soldiers endurance, dedication

Story and photos by Sgt. David Hopkins
SETAF Public Affairs

The 23rd annual Florence Marathon drew more than 6,000 participants Nov. 26 – among them were 117 Soldiers from the 1st Battalion, 503d Infantry (Airborne).

The runners ran past historic buildings, over bridges and on stone-paved roads to finish the 26.2 mile race, feeling a sense of accomplishment and showing everyone the dedication they have.

“We felt like if we could complete this marathon together as a team, whether you were running or supporting the paratroopers who were running, then we would be that much more effective when we face the next challenge, the next marathon...a one year deployment to Iraq or Afghanistan,” said Lt. Col. Michael Fenzel, 1-503d Inf (Abn) commander.

The Soldiers rode to Florence from Vicenza the night before the race to visit the Marathon Expo, to mingle with other runners and get some rest.

The Soldiers all had different ways of preparing for the race the night before the run. Some went to bed early, trying to catch a few winks of fitful sleep; others listened to music to psych themselves up; some called family members; and still others went out for dinner with friends and treated it like any other night. No matter what they did to prepare, they all had the 26.2 mile route on their minds and the pain that it would bring.

“I’ve run two half-marathons, but this is going to be the furthest,” said Pfc. Bobby Kirby. “This is really going to hurt.”

The training the Soldiers did in preparation for the marathon varied greatly and, for most, this was the first long-distance race they had ever been involved with.

“We’ve been in a training program for about a month and a half, but because of other training a lot of people couldn’t be there,” said Spc. Michael Rombout. “We had to do a lot of the training on our own. The furthest I ran in training is 16 miles.”

The start point of the marathon was *Piazzale Michelangelo*, a monument dedicated to the artist, on a hill overlooking the historic city of Florence. The runners gathered at the starting point, stretching, talking, warming up and nervously waiting for the starter’s gun. Many

of the Soldiers thought about their strategies for the run as the butterflies fluttered in their stomachs.

“My strategy was to just put one foot in front of the other,” said Rombout.

When the starter’s gun went off the runners, in a solid mass of colorful clothing and costumes, slowly moved down the stone streets, winding their way down to the city until the crowd thinned and folks could get into a good stride.

“During the first part of the run I was thinking about how much time I had left to run. It seemed like forever,” said Pfc. Julio Mendoza. “Later in the race, the food and drink points were spread out more and I was thinking about how hungry and thirsty I was, but I just kept going and finished the race.”

The marathon route wound through the historic city, passing monuments and historic building, but many of the sites went by without the runner’s noticing as they were focused on the task at hand and the pain of the 26.2 miles.

“I remember running through whichever piazza had the Duomo a couple times,” said 2nd Lt. Adrian Bonenberger, C company commander, 1-503d Inf (Abn). “Also, at a couple points we were running through areas

that reminded me of Greenwich Village (in New York City). Beyond that, not much stood out, especially after mile 20. I did notice that we spent what seemed like a good amount of time on cobblestone streets, which hurt worse than the pavement.”

The Soldiers all had different ways of dealing with the pain in their legs, feet and backs as they trudged along the streets of Florence.

“When the pain got to the point where I could no longer ignore it – mile 20 – I started looking at a point about 300 to 400 meters away and concentrated on running to it. Again. And again. And again. Until the pain stopped,” said Bonenberger.

The fastest runners started crossing the finish line in a little more than two hours, and for the next four hours the runners crossed the line, exhausted, but excited.

A large crowd gathered at the finish line as the marathon



Capt. Robert McChrystal, assistant S-3, 1st Battalion, 503d Infantry (Airborne), runs past Piazza G. Poggi during the Florence Marathon Nov. 26. This was only one of many historical sites the runners had to pass as they wound through city streets.



A few of the Soldiers from the 1-503d Inf (Abn) stretch against a wall overlooking the city of Florence before the start of the 23rd annual Florence Marathon Nov. 26. All 117 of the Soldiers who participated in the run finished the race.



The Soldiers gathered in front of *Cattedrale di Santa Maria del Fiore*, a 14th century duomo, at the end of the race to stretch their exhausted bodies and pose for photos. A total of 117 Soldiers from 1st Battalion, 503d Infantry (Airborne) participated, and finished the 23rd Annual Florence Marathon Nov. 26. The first American to finish the marathon was brigade Lt. Martin Peters, Platoon Leader, 1-503d Inf (Abn).

participants ran, walked, limped and rolled in wheelchairs over the red carpet to finish the marathon. The sound of ambulances could be heard, taking injured or dehydrated runners to the hospital; the mixed smell of sweat and orange peels filled the air and the look of pain was on nearly every runner’s face.

“I’m so happy to have finished this,” said Bonenberger. “It’s a profound sense of relief, unlike anything I’ve ever done.”

Among the runners completing the run was Lt. Martin Peters, Platoon Leader, 1-503d Inf (Abn) the first American to cross the finish line.

“Being the first American across the finish line made me proud when I saw that,” said Peters.

Peters dedicated the race in a unique way to his West Point classmates who fell in the War on Terror.

“I wrote with a black pen on my back the names of all my fallen classmates from West Point Class of 2004, with the dates and location of their deaths,” said Peters. “I knew that every single person I passed would look at my back and know that an American Infantryman just passed them, and that for that brief second my friends would be honored.”

The Soldiers who endured all the early morning training runs and the pain of the race were happy to have finished one of the most difficult endurance races in the country and even happier because they volunteered for the challenge.

“When 117 paratroopers signed up to train for and run the Florence Marathon, the idea really came to life, said Fenzel. “No one gave anyone an order to run those 26.2 miles, they made that decision on their own, as Soldiers.”

At the end of the race, the Soldiers gathered in front of a 14th century duomo (cathedral) to relax and cheer their fellow Soldiers to the finish line.

“All I feel in the wake of the marathon and watching one Soldier after another complete the run was pride and honor,” said Fenzel. “I think we all felt pride in one another’s accomplishments as a team, and I felt honored to be part of this battalion and among these warriors who endured the pain and anguish of 26.2 miles.”

Out & About



By Dorothy Spagnuolo

Markets

Christmas markets: In Vicenza the Christmas chalets in *Gardini Salvi* are open through Dec. 24, weekdays in the afternoon only, weekends 10 a.m.-9 p.m.

Vicenza: In the main square downtown, the market takes place Dec. 16-17 and Dec. 22-24, from sunup to sundown.

Bussolengo: In *Piazza XXVI Aprile* the market's open until Dec. 24, Monday-Friday 2:30-7:30 p.m. Saturday 9:30 a.m.-9 p.m.; Sunday 9:30 a.m.-7:30 p.m.

Cittadella: In *Piazza L. Pierobon* 12 chalets are open Dec. 8-10 from 9:30 a.m.-12:30 p.m. and 3:30-7:30 p.m.;

Este: Visit a European market with five vendors from different European countries Dec. 8-10. Hours are 9 a.m.-12:30 p.m. and 3:30-7 p.m.;

Verona: In *Piazza Bra*, the Santa Lucia market, with over 300 vendors, is open Dec. 10-13 from sunup to sundown, with the Christmas market open from Dec. 16-24.

Piazzola sul Brenta: *Via Contarini* market is Dec. 8 and 10.

Antique market and others

Villafranca: Dec. 10 on *Corso Vittorio Emanuele* find 120 vendors open sunup to sundown.

Noale: Dec. 10, in *Piazza Castello*, find 60 vendors open sunup to sundown.

Milan events

Milan: Dec. 7 is Milan's Patron Saint day: the mythically energetic Ambrogio.

Dec. 7-10, find the popular event related to this day is the centuries-old market where the feast day of Saint Ambrose is celebrated in the streets around the *Sforzesco Castle*.

Called '*Oh Bei, Oh Bei*,' (How beautiful, How beautiful), because of the cries stall-holders used in bygone days to attract customers, the market offers mainly bric-a-brac items and candies. The market is open sunup to sundown and has more than 400 vendors.

As in all crowed areas, it is wise to be careful with personal

belongings.

Free Handicraft Fair: Dec. 2-10, visit the Milan exhibition grounds where you will find a handicraft fair. Open from 10 a.m.-11 p.m., there are more than 2,500 vendors coming from 97 different parts of the world. Open Monday-Wednesday, 3-11 p.m.

UNICEF initiative

Adopt 'Pigotta' and vaccinate a child! Every year UNICEF produces these handmade dolls that can be 'adopted' with a donation of at least 20 euro.

Every 'Pigotta' represents a child who is waiting for a vaccination against six principal infant diseases.

Find the vendors in Verona Dec. 8 in the *Palazzo della Gran Guardia*; and in the UNICEF building, 23A Via Michelangelo, open Tuesday-Saturday from 9 a.m.-12:30 p.m. and 3:30-7 p.m.

In Padova find Pigotta in the train station Dec. 11-23.

Ice skating

Marostica's 'chess square' once again offers ice skating. The ice-rink is open 10 a.m.-12:30 p.m. and 2:30 p.m.-midnight until Jan. 7. Ice skate rental is available.

Italian Christmas cakes

The food stores in Italy are full of Christmas cakes, nowadays found with chocolate, lemon, orange or some other fruit filling.

But Italians usually chooses from two different varieties of traditional Christmas cakes, which, to a casual observer, might seem quite similar.

The more famous of the two is 'panettone,' though the other type, 'pandoro,' is catching up in fame. The basic ingredients used in the cakes are similar: flour, eggs, yeast, sugar, and lots of butter.

However, 'panettone' comes crammed with candid zest and plump sultana raisins and is covered by a distinct crust.

The spongier '*pandoro*,' golden bread, is lighter, paler in color, more delicate and, with its heavy mantel of confectioners' sugar, sweeter. From a historical point of view, the

only thing that is known for a fact about 'pandoro' is that it was developed by master pastry chefs in Verona at the end of the 19th century, under the influence of Viennese bakers, and is still associated mainly with that city.

On the other hand, panettone is of Milanese origin, and there are several theories as to how it developed and got its name.

One of the most popular legends is that it was invented by a baker called Antonio, who worked at the court of the Sforza family.

He saved the day at an important banquet when the chef burnt the main dessert and he produced his offering made with the leftover dough. The guests loved it and it was promptly christened "*Pan di Toni*" Tony's bread.

Both cakes should be brought up to room temperature before serving to allow that full flavor of the buttery dough to develop; both can be served with a glass of Italian Spumante.

Road conditions

If your taking a long car journey, it may be prudent to check out road conditions for accidents, road works or adverse weather conditions.

A useful Web site is: www.autostrade.it, click on the map of Italy to where you are traveling to find useful information.

A lot of information is in English.

Lighting up the city of Torino

Already underway in the city of Torino is the 9th edition of the artistic initiative called '*Luci d'Artista*.'

An innovative twist on the usual Christmas lights, there are 23 artists from Italy and other countries creating spectacular light shows on, or involving, the city's most important architectural landmarks.

For a complete list of places where the lights, by different contemporary artists, can be seen and to book a guided tour (cost 7 euro), and other events check out the Web site www.torinoartecontemporanea.it.

The lights can be seen until Jan. 27.

Now Showing

Caserma Ederle Theater

| | | |
|----------------|------------------------------|---------|
| Dec. 5 | CLOSED | |
| Dec. 6 | Jet Li's Fearless (PG13) | 7 p.m. |
| Dec. 7 | Jackass 2 (R) | 7 p.m. |
| Dec. 8 | Stranger than Fiction (PG13) | 7 p.m. |
| | De'ja Vu (PG13) | 10 p.m. |
| Dec. 9 | Stranger than Fiction (PG13) | 4 p.m. |
| | De'ja Vu (PG13) | 7 p.m. |
| Dec. 10 | Open Season (PG) | 4 p.m. |
| | School for Scoundrels (PG13) | 7 p.m. |
| Dec. 11 | CLOSED | |
| Dec. 12 | CLOSED | |

Camp Darby Theater

| | | |
|----------------|--------------------------|--------|
| Dec. 7 | Crank (R) | 6 p.m. |
| Dec. 8 | Jet Li's Fearless (PG13) | 6 p.m. |
| Dec. 9 | Flyboys (RPG13) | 6 p.m. |
| Dec. 10 | Flushed Away (PG13) | 2 p.m. |

Movie Synopsis

STRANGER THAN FICTION - *Will Ferrell, Maggie Gyllenhaal*. A comedy about a novelist who is struggling to complete her latest – and potentially finest – book. There's only one problem: She only has to find a way to kill off her main character, Harold Crick, and she'll be done. Little does she know that Harold Crick is inexplicably alive and well in the real world, and is suddenly aware of her words. Fiction and reality collide when the bewildered and resistant Harold hears what she has in mind, and realizes that he must find a way to change her – and his –ending.

DÉJÀ VU - *Denzel Washington, Val Kilmer*. Everyone has experienced the unsettling mystery of déjà vu – that flash of memory when you meet someone new you feel you've know all your life or recognize a place even though you've never been there before. But what if the feelings were actually warnings sent from the past or clues to the future? It is déjà vu that unexpectedly guides ATF agent Doug Carlin through an investigation into a shattering crime.

FLUSHED AWAY - *Ian McKellen, Andy Serkis*. The story of an uptown rat that gets flushed down the toilet from his penthouse apartment, ending in the sewers of London, where he has to learn a whole new and different way of life.

FLYBOYS - *James Franco, Jean Reno*. In 1914, "The Great War" —WWI—began in Europe. By 1917, the Allied powers of France, England, Italy and others were on the ropes against the German juggernaut. Some altruistic young Americans disagreed with the war. They volunteered to fight alongside their counterparts in France; some in the infantry, some in the Ambulance Corps. A handful of others had a different idea: they decided to learn how to fly.

JET LI'S FEARLESS - *Jet Li, Betty Sun*. The son of a great fighter who did not wish for his child to follow in his footsteps, the bullied Huo Yuanjia resolves to teach himself how to fight – and win. Years of training enable him to ace match after match in his home region of Tianjin. But as his fame as a martial arts master grows, so does his pride. After an ill-advised fight leads to another master's death, members of Huo's family are slain in revenge.

Admission: Adults age 12 and over \$4, children \$2.
The Ederle Theatre box office opens one hour prior to show time.

Classified Ads

Editor's Note: Caserma Ederle community members may place free classified ads (**not personal or personal services ads**) on the MWR Web site: www.vicenzamwr.com/marketplace.

Every Tuesday at noon, *The Outlook* editor goes to the MWR Web site and copies the ads, which appear in *The Outlook* one week later.

The Outlook and Directorate of MWR are not responsible for any errors in the advertisement.

Photos accompanying the advertisement will not appear in *The Outlook*.

Because *The Outlook* has limited amount of space available, editing of the classified ad may take place.

The Outlook does not take classifieds; sellers must place ads at the Web site: www.vicenzamwr.com.

For more information or contact

information on an item you see listed here, visit the MWR Web site: www.vicenzamwr.com/marketplace.

Winter Tires: Mercedes Class A on rims, 200 Euro. Ski rack, 150 Euro. Winter Tires for VW Golf on rims, \$150. Winter Tires for Mercedes E class, 300 Euro.

VW Golf GTI 1992: 166,000km Euro spec, Runs great, \$2100 OBO.

Snowboard: Used, \$150 OBO.

1991 Lancia: \$400 OBO. PCSing must sell.

Toyota Tercel (US Specs): 1992, PCSing. Runs great, \$1000 OBO.

USB Record Turntable: 110v but works with a transformer, \$75.

Metal Storage Shed w/ floor: \$175.

Wanted: Dog sitter during the Christmas Holiday.

Sony TV: 32 in., good condition. \$50.

Wanted: US keyboard for

computer.

1998 Ford Windstar Van: \$3500, Standard features.

Bread Machine: 220V, works great. \$25.

Microwave: 220V, works great, \$20.

Coffee Maker: Severin, \$5.

1990 Fiat Uno Hatchback: \$500. Need to sell by Dec. 11.

Antique car for sale: Metropolitan Nash 1958 . Perfect condition, American specs. \$7500-negotiable.

27" TV: 110V, works great, no remote. \$40.

1989 Renault 19: 5 spd, needs some work, \$650.

Step Machine: \$50, OBO.

UMUC text book: \$30, Required for DE SOCY 100, Intro to Sociology for the 2006-07 year.

UMUC text book: \$20. For DE PHIL 140 - Contemporary Moral Issues for 2006-07 year.

Christmas Markets!!!!

Story and photos by Laura Kreider
Outlook Staff

Mercatini di Natale, Christkindlmarkts, or - in English - Christmas Markets are changing the appearance of many streets, squares and parks this month.

This Italian tradition is growing larger every year, and not only in northern regions such as *Trentino Alto Adige* and *Veneto*, who have a long tradition because of their proximity to the Austrian border.

Cities such as *Merano*, *Bolzano* and *Bressanone*, and other towns in the *Trentino* and the *Veneto* regions such as *Trento*, *Rovereto*, to *Verona*, *Vicenza*, *Bassano* and *Marostica* now offer visitors the same Christmassy atmosphere by erecting wooden chalets or booths in the city's historical sections where vendors display ornaments and decorations.

In the *Trentino Alto-Adige* Region, during the *Avvento*, or Advent, in the range of about 100 kilometers (less than 60 miles) five cities plan annual Christmas markets.

The market that has the longest tradition is located in the city of *Bolzano*. This year is the 16th year and about 1,000 lights illuminate Walther Square, where vendors display their handcrafted items. *Bressanone*, which was the bishops' city, is also hosting a market in the main square in front of the *Duomo*, the cathedral in the main square.

Merano's market happens along the *Passirio* River, while the closest towns to the Austrian border, *Brunico* and *Vipiteno*, are hosting their markets respectively in *Via Bastioni*, and *Piazza Citta'*, the city square. What these cities have in common is the atmosphere and the products they display that are part of their tradition. Visitors may find scented candles of all shapes and colors, little or big figurines for the *Presepe* - Nativity scenes - ornaments and decorations for the Christmas tree or the house. In addition to gift ideas, the visitors may also stop at some of the stalls located within the markets' area and enjoy tasting local food, *vin brule'*, a hot spiced wine and a selection of sweets. On weekends, *Babbo Natale* (Father Christmas) may appear in the squares and surprise children with candies, while street musicians fill the air with Christmas carols. Information, Tours and Registration offers several day trips both in Italy and across the border to Christmas markets.

ITR trips include Dec. 9 to *Klagenfurt* and *Villach* in Austria; Dec. 13 to the St. Lucia Market in *Verona*; Dec. 16 visit *Lugano* in Switzerland; and Dec. 17 to *Florence*. The cost varies from \$35 to \$44. Trips include transportation, guided tour and escort assistance.

Reductions are available for children 6-12 and it is free under 6 (except *Florence*, it is free under 3). For more details on each trip, visit ITR located across from the Shoppette, open Monday-Friday, from 10 a.m. - 6 p.m. and weekends from noon-6 p.m., or call 634-7094 or 0444-71-7094 from off post.



Above: Chalets in *Piazza Garibaldi*, one of the squares of *Bassano del Grappa*, where an annual Christmas market is held. Below: A vendor sells decorations in *Bressanone*.



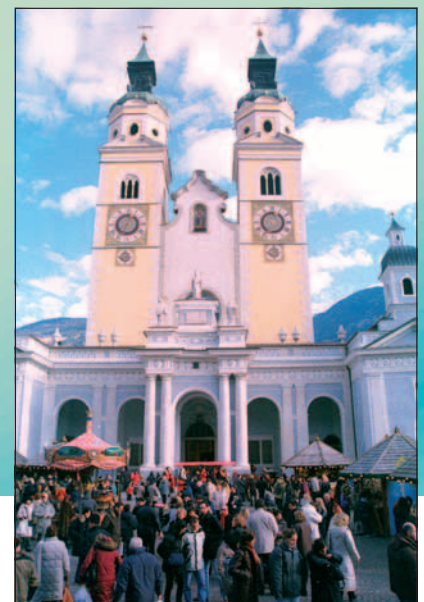
Above: A child enjoys his ride in *Piazza Liberta'* in *Bassano*. The town hosts a carousel at Christmas time.



Above: A customer looks at some ornaments in one of the wooden chalets located in the downtown *Bassano* Christmas market. Right: View of the area in front of the *Duomo* in *Bressanone*, which houses a Christmas market. Information about some Christmas markets is available in English, and Italian at www.trentino.to, www.bolzano.bozen.it, and www.brixen.org (Italian and German)



Above: A row chalets fill the lit up streets in the *Parco degli Asburgo*, in *Levico*, which houses a Christmas market.



Christmas markets in Italy

Arco, Trentino Region: to Dec. 23, Fri-Sat and Sun from 10 a.m - 7 p.m., in Piazzale Segantini, 30 stalls

Asti, Piemonte Region: from Dec. 15-25, 8 a.m.-8 p.m., downtown under the arcades **Bassano del Grappa, near Vicenza:** to Dec. 24, 10:30 a.m. - 7:30 p.m., Piazzotto Montevicchio and Piazza Garibaldi, 36 stalls

Bolzano, Alto Adige Region: to Dec. 23, daily 10 a.m-7:30 p.m., Sun 9 a.m.- 7:30 p.m., Piazza Walther

Bressanone, near Bolzano: through Jan. 6, 2007, daily 10 a.m.-7:30, Sun 9:30 a.m.- 7 p.m., Piazza Duomo. Closed on Christmas Day and Jan.1

Brunico, near Bolzano: to Jan. 6, 2007, Mon-Fri 2:30-7 p.m. Sat-Sun 10 a.m.-7:30 p.m., closed Dec.23-24; New Year Day 2:30-7 p.m., Via Bastioni, Piazza Municipio **Caldonazzo, Trentino Region:** to Dec. 17 from 10 a.m. - 7 p.m., Magnifica Corte Trapp, ancient castle area

Cortina, Veneto Region: to Dec. 23, on weekends from 3 - 8 p.m., PalaVolkswagen **Florence:** to Dec. 18, 5th Edition of 'Heidelberger Weihnachtsmarkt' located in Piazza Santa Croce

Levico, Trentino Region: to Jan. 6, 2007, on weekends from 10 a.m.- 7 p.m., and from Dec. 26-Jan. 6, 2007 from 2-7 p.m., Parco degli Asburgo

Merano, near Bolzano: to Dec. 30, Mon-Sat 10:30 a.m.- 7:30 p.m., Sun from 9 a.m.- 7:30 p.m., Christmas Eve 9 a.m.- 3 p.m., closed on Christmas Day, downtown Passeggiata Lungo Passirio

Pisa, Toscana Region: to Dec. 24, daily 8:30 a.m.- 9:30 p.m., Logge dei Banchi

Perugia, Umbria Region: to Dec. 24, daily 9:30 a.m.- 9 p.m., Piazza del Circo

Trento, Trentino Region: to Dec. 24, Sun-Thurs 10 a.m.- 7:30 p.m. and Fri.-Sat. 10-8:30 p.m., Christmas Eve from 10 a.m.- 5 p.m., Piazza Fiera

Verona: from Dec.10-13 St. Lucia Market and Dec. 16-24, Piazza Bra' and downtown

Venice: to Dec. 24, daily 10:30 a.m.- 7:30 p.m., Santo Stefano Square

Vicenza: to Dec. 24, "Giardini di Natale", Christmas Markets at Giardini Salvi

Vipiteno, near Bolzano: to Jan. 7, 2007, Mon-Fri from 10 a.m.- 7 p.m., Sat-Sun 9 a.m.- 7 p.m., Piazza Citta'. Christmas Eve from 9 a.m.- 3 p.m. Closed on Christmas Day and Jan.1